



# Army Nursing

## Leader Capabilities

Lead. Map. Develop...

Achieve

### Map Drill Down instructions:

1. Select topic you would like to view.  
*You will instantly view the corresponding screen.*
3. Select arrows to maneuver through the Drill Down.
2. Press "esc" on your keyboard to exit at any time.

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# Army Nursing

# Leader Capabilities

Lead...Develop...

	Tactical/Direct	Operational/Organizational	Strategic	Achieve
Foundation al Thinking	Executes the vision. Demonstrates unit level evidence based decision making. Develops and expresses awareness.	Interprets the vision. Critically analyzes organizational issues. Is mindful of self and others when influencing change.	Provides visionary thinking OR develops realistic, credible, attractive organizational vision. Critically analyzes strategic issues to drive policy. Uses adaptive leadership to affect transformational change.	
Personal Journey Disciplines	Seeks direct feedback and adjusts accordingly. Applies new knowledge at work . Learns from setbacks and failures as well as successes. Sets initial personal, professional, and career goals. Identifies positive role models and seeks advice.	Integrates feedback from multiple sources. Shares new knowledge to benefit the organization. Applies lessons learned. Establishes and implements plan to achieve goals. Establishes mentoring relationships with respected role models.	Values diverse perspectives and integrates into the enterprise decision making. Develops and supports a culture of inquiry. Uses lessons learned to effect change. Defines and adjusts goals and plans; role models balance between professional and personal life. Expands professional community and mentors others.	
Systems Thinking	Understands unit level processes and the inter-relatedness of interdisciplinary roles, functions, and responsibilities. Expresses and builds concern for unit's success. Understands unit goals in concert with the Commander's lines of effort Responds to divergent inputs and chooses best practices.	Understands organizational processes and their inter-relatedness. Takes responsibility for building loyalty and commitment throughout organization. Aligns section goals in concert with Commander's lines of effort . Assimilates knowledge and integrates divergent viewpoints.	Promotes and values systems thinking within and across healthcare systems. Inspires loyalty and commitment. Aligns organizational goals with the AMEDD and Army's Balanced Score Card and the current geopolitical environment. Synthesizes and adapts internal and external viewpoints for the good of the organization.	
Succession planning	Self motivated and motivates others. Develops a succession plan for own position . Prepares self for next leadership level. Identifies and develops talent in staff.	Inspires, motivates, and guides others towards mission accomplishment. Develops succession plans for subordinate positions in addition to own position. Prepares self for next leadership level and provides opportunities for staff preparation . Identifies and supports the development of talents in staff and matches talents to positions.	Intrinsically motivated to lead organizations; envisions the future with creative solutions. Manages and supports the execution of succession planning for system, profession, self and subordinates. Actively participates in, or self nominates for next leadership level . Matches talents to jobs, roles or assignments.	
Change Managemen t	Identifies gaps in unit processes. Utilizes evidence based theoretical framework to initiate unit change. Adapts to changes and contingencies in transforming environments. Suggests and is receptive to innovations.	Identifies gaps in organizational processes and develops resolutions. Utilizes evidence based theoretical framework to implement, manage, and evaluate outcomes at the organizational . Assesses and evaluates the environment to cultivate change to transform the organization. Fosters and facilitates an environment conducive to innovation.	Evaluates the need for organizational change and guides implementation Provides the strategic environment that fosters change and innovation. Conveys the strategic and operational objectives of the Army and Department of Defense . Supports creativity for positive change and evaluates outcomes.	
Education	BOLC, AOC/ASI Course, JECC, C4, ACCC Graduate Course Work, CNOIC LDC, GREs, Professional Certification	ILE, Clinical Masters, Anesthesia School, Baylor HCA, ANLC	Senior Service College, Interagency Course, AMEDD Executive Skills, PhD, DNP	
Positions	Staff Nurse, Charge Nurse, Clinical Nurse Specialist, Instructor, TOE Staff/Charge Nurse, AMEDD Course Counselor	Section Chief, Department Chief, MESSEN Clinical Nurse OIC, Course Officer, Staff Officer	Company Commander for Nursing, Hospital Commander, Senior	
	1 2 3 4 5	6 7 8 9 10	11 12 13 14 15	

Time in Service

# Army Nursing Leadership Capability Map Drill Down

*Foundational Thinking*

## **Executes the vision**

*Tactical/Direct*

- ☐ Understand command and unit mission and vision
- ☐ Incorporate the vision into clinical practice
- ☐ Demonstrate ability to articulate specific job functions that support mission and vision
- ☐ Express respect and care for patients, peers, and colleagues
- ☐ Guided by core values of organization
- ☐ Deliver Patient Family Centered Care



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# Army Nursing Leadership Capability Map Drill Down

*Foundation  
al Thinking*

## **Interprets the vision**

*Operational/  
Organizational*

- Receive the organizational vision and communicate at all levels
- Provide feedback to strategic leaders on relevancy of the vision to tactical execution
- Able to identify key stakeholders and incorporate feedback into vision



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# Army Nursing Leadership Capability Map Drill Down

*Foundation  
al Thinking*

*Strategic*

## **Provides visionary thinking or develops realistic, credible, and attractive organizational vision**

- Evaluate strategic environment and develop clear vision for the organization
- Consistently communicate the vision and ensures its relevance to the organization's mission and the external environment
- Foster creativity in leaders; able to identify strengths and weaknesses of subordinate leaders
- Matches skills and talents of individuals with mission requirements



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# Army Nursing Leadership Capability Map Drill Down

*Foundation  
al Thinking*

## **Demonstrates unit level evidence-based decision making**

*Tactical/Direct*

- ☐ Incorporate patient and family concerns into decision-making process
- ☐ Regularly read professional journal articles to improve clinical practice
- ☐ Eagerly identify opportunities to learn



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# Army Nursing Leadership Capability Map Drill Down

Foundation  
al Thinking

## Critically analyzes organizational issues

Operational/  
Organizational

- ☐ Identify critical stakeholders and seek feedback to improve organization performance
- ☐ Incorporate research into clinical practice and strategic goals
- ☐ Foster learning environment; coach, teach, mentor all staff
- ☐ Demonstrate What Right Looks Like (WRLL) through example



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# Army Nursing Leadership Capability Map Drill Down

Foundational Thinking

## **Critically analyzes strategic issues to drive policy**

Strategic

- ❑ Interact with stakeholders to identify strategic goals and objectives for the organization
- ❑ Provide evaluation criteria in course of action development
- ❑ Monitor organizational performance and seize opportunities to provide resources for improving organizational performance



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Foundation  
al Thinking

Tactical/Direct

## **Develops and expresses self-awareness**

- ☐ Develop internal standards, ethics, and values
- ☐ Evaluate internal standards, ethics, and values in comparison to external expressions
- ☐ Compare internal standards, ethics, and values to peers and is able to identify favorable and unfavorable attributes in self and others



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# Army Nursing Leadership Capability Map Drill Down

*Foundational Thinking*

## **Is mindful of self and others when influencing change**

*Operational/  
Organizational*

- Demonstrate behaviors consistent with internal standards, ethics, and values (What Right Looks Like)
- Evaluate desirable standards, ethics, and values in subordinates – uses formal and informal feedback tools to communicate (PxP, LCM, JODSF, counseling)
- Demonstrate adaptive leadership style to incorporate and foster positive relationships throughout the organization



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Foundation  
al Thinking

## **Uses adaptive leadership to affect transformational change**

Strategic

- Recognize environmental cues to identify opportunities to demonstrate various leadership principles
- Reward desirable standards, ethics, and values in the organization's strategic environment
- Recognize own leadership strengths and weaknesses and is able to alter leadership style to a variety of situations



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# Army Nursing Leadership Capability Map Drill Down

*Personal  
Journey  
Disciplines*

## **Seeks direct feedback and adjusts accordingly**

*Tactical/Direct*

- ☐ Use feedback from superiors, peers and subordinates to better understand your role (role clarity) and improve your performance
- ☐ Meet quarterly with your immediate supervisor to discuss job expectations and performance
- ☐ Set goals for yourself in response to feedback regarding job performance and officership
- ☐ Listen for understanding of situations prior to responding
- ☐ Participate in peer feedback program



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*Personal  
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Disciplines*

## **Integrates feedback from multiple sources**

*Operationally  
Organizational*

- In partnership with chain of command, seek and consider continuous feedback from staff , patients and families (e.g., focus groups), and other disciplines regarding the workplace environment and respond with appropriate action
- Encourage downward, upward and multi-source feedback so that all parties have a good understanding of what is expected
- Reduce barriers to seeking feedback from the above sources (provide opportunities for mutual communication – verbal and/or written)
- Provide direct feedback to staff on a regular basis regarding expectations, and acknowledge and reward accomplishments and/or address needed improvements including the consequences of not meeting performance requirements
- Department has been cited in a significant feedback as a workplace of choice



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## **Values diverse perspectives and integrates into the enterprise decision making**

Strategic

- Staff perceive a positive, supportive feedback environment and knows what is expected to be successful in the enterprise
- Create a systematic infrastructure to elicit feedback to serve as a general tool for communication within organization  
(email, blog, toll-free number, suggestion box)
- Create a direct link for receiving good ideas to improve safety or operations and rewards those whose actions merit it



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# Army Nursing Leadership Capability Map Drill Down

*Personal  
Journey  
Disciplines*

## **Applies new knowledge at work**

*Tactical/Direct*

- ☐ Read journal articles and attend inservices monthly
- ☐ Research unfamiliar diagnoses/meds on assigned patients and utilize the information in developing the plan of care
- ☐ Change practice as a result of knowledge gained through reading, CEU presentations, conferences, etc
- ☐ Use evidence derived from performance improvement and other nursing metrics to improve care delivery



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Disciplines*

## **Shares new knowledge to benefit the organization**

*Operational/  
Organizational*

- Utilize evidence-based practice guidelines and/or information gained through department/organizational performance improvement metrics to improve nursing practice or departmental effectiveness
- Facilitate exchange of information on best practices across department/organization
- Seek new knowledge through professional reading, education and networking and share knowledge with subordinates



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## **Develops and supports a culture of inquiry**

*Strategic*

- Support and encourage unit/department level evidence based practice or performance improvement projects to improve patient outcome
- Allocate resources to support new projects/innovations and/or professional education for staff
- Support/encourage innovation at all levels and are willing to implement change based on ideas from subordinates
- Facilitate exchange of information on best practices between MTFs
- Elevate issues to AN Practice Council for decision
- Utilize the Clinical Inquiry cycle



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## **Learns from setbacks and failures as well as successes**

Tactical/Direct

- ☐ Maintain focus and momentum despite temporary problems or setbacks
- ☐ Apply reason to a setback or mistake to set yourself up to learn something from the experience
- ☐ Recognize that problems, setbacks, mistakes and losses are all a part of life



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Disciplines*

## **Applies lessons learned**

*Operational/  
Organizational*

- ☐ Adjust behaviors and practices as a result of feedback from supervisors, peers, or other external inputs
- ☐ When setbacks are encountered, know when to call it quits and when to keep moving forward
- ☐ Take ownership and accountability for the mistakes and setbacks of team
- ☐ Collect observations/lessons learned (i.e. After Action Reports) and periodically review the collected lessons to make process improvements for persistent problems



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Strategic

## Uses lessons learned to effect change

- ☐ Pursue innovation rather than “playing it safe”; take risks in order to move the organization forward
- ☐ Use the Root Cause Analysis (RCA), Failure Mode Effects Analysis (FMEA), or Lean Six Sigma techniques to investigate problems and change processes to improve outcomes
- ☐ Employ a systematic process for collecting and translating key lessons into practice



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Disciplines

## **Sets initial personal, professional, and career goals**

Tactical/Direct

- ☐ Establish short, intermediate and long range goals and share them with rating chain (JODSF, support form, Individual Development Plan)
- ☐ Actively pursue experiences in other care environments to develop and validate goals
- ☐ Identify the training, education and experience required to reach long term goals
- ☐ Prepare for/take Graduate Record Exam
- ☐ Ensure personal and professional goals are complimentary
- ☐ Consider personal goals when establishing timeline for achieving professional goals
- ☐ Have goals and interests outside of work



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## **Establishes and implements plan to achieve goals**

Operational/  
Organizational

- ❑ Selected, enrolled, and completed an advanced degree to develop an advanced skill set consistent with interests and goals
- ❑ Apply the skills acquired during advanced military and civilian education to a clinical, administrative, or leadership assignment
- ❑ Support form and rater/senior rater counseling identify short and long term goals and tasks and steps to achieve them
- ❑ Seek continued military studies to build your Army Officer skills
- ❑ Re-evaluate life goals and make adjustments as



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## **Defines and adjusts goals and plans; role models balance between professional and personal life**

Strategic

- Engage in two way communication with leaders (MTF, Nurse Corps, AMEDD) to get feedback on strengths and weaknesses and to identify opportunities and roles that are a match for demonstrated talents
- Identify a realistic retirement timeline and initiated planning (financial, medical, career) to successfully accomplish the plan
- Evaluate whether to compete for DCN positions, Command and/or Senior Service College



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## **Identifies positive role models and seeks advice**

Tactical/Direct

- ☐ Identify colleagues or senior staff in unit/section that you respect or admire
- ☐ Discover what traits they exhibit that you would like to emulate
- ☐ Utilize experienced staff members/supervisors in work area to help you learn and improve as a clinician/officer/leader



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## **Establishes mentoring relationships with respected role models**

*Operational/  
Organizational*

- ☐ Identify a senior staff member/colleague(s) whom you trust as a resource for advice and counsel
- ☐ Establish and maintain a mentor relationship with a senior member of the organization
- ☐ Open to others who seek mentorship from you



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## **Expands professional community and mentors others**

Strategic

- ☐ Facilitate formal and/or informal mentorship programs in your department/organization
- ☐ Network outside the organization to seek mentors/role models
- ☐ Offer yourself as a mentor to others both within and outside the organization



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# Army Nursing Leadership Capability Map Drill Down

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Thinking

Tactical/Direct

## **Understands unit level processes and the inter-relatedness of inter-disciplinary roles, functions, and responsibilities**

- ☐ Share and communicate information effectively
- ☐ Involve other disciplines in your plan of care for patients
- ☐ Able to anticipate the needs of patients
- ☐ Introduce new concepts into the patient care plan
- ☐ Plan for complex and unforeseen effects/outcomes
- ☐ Incorporate visual cues when educating patients about their disease/condition



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## Army Nursing Leadership Capability Map Drill Down

System  
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Thinking

### **Understands organizational processes and their inter-relatedness**

Operational/  
Organizational

- Understand that unintended consequences might impact patient care delivery, staff satisfaction and mission requirements
- Infuse and monitor new initiatives/improved standards of care (i.e. access to care and transition of care) across the organization
- Facilitate crucial conversations involving high risk/life altering decisions
- Comfortable working in interdependent relationships
- Seek out opportunities to decentralize decision making down to the level of point of care



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# Army Nursing Leadership Capability Map Drill Down

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## **Promotes and values systems thinking within and across healthcare systems**

Strategic

- ☐ Consistently engage in interdependent relationships
- ☐ Design and implement high leverage interventions for problematic system issues
- ☐ Understand the impact of ongoing, reciprocal relationships at work



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# Army Nursing Leadership Capability Map Drill Down

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## **Expresses and builds concern for unit's success** *Tactical/Direct*

- ☐ Contribute to creating a positive work environment
- ☐ Strive to be part of the solution
- ☐ Actively involved in unit and hospital committees
- ☐ Contribute innovative ideas/suggestions at staff/department meetings
- ☐ Advocate for the advancement of care delivery services



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## **Takes responsibility for building loyalty and commitment throughout organization**

Operational/  
Organizational

- ☐ Ensure the effective dissemination of information
- ☐ Include subordinates in decision making
- ☐ Foster an environment of professional growth and accountability
- ☐ Foster inquiry and commitment to staff development initiatives
- ☐ Assimilate learning into the department culture



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## Inspires loyalty and commitment

Strategic

- ☐ Visible to staff
- ☐ Provide timely feedback to staff concerns
- ☐ Have an active staff recognition and rewards program
- ☐ Keep subordinates informed of plans, goals, philosophies and requirements
- ☐ Support shared decision making
- ☐ Sustain the “nursing community”
- ☐ Make decisions based on the vision, mission and the best direction for the organization



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# Army Nursing Leadership Capability Map Drill Down

System  
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Thinking

## **Understands unit goals in concert with the Commander's lines of effort**

Tactical/Direct

- ☐ Know the commander's mission and vision
- ☐ Incorporate the mission and vision into daily work



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# Army Nursing Leadership Capability Map Drill Down

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Thinking

## **Aligns section goals in concert with Commander's lines of effort**

Operational/  
Organizational

- ☐ Integrate the mission and vision with the direction of the section
- ☐ Assess and utilize leverage points to facilitate program development and improvements



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Strategic

## **Aligns organizational goals with the AMEDD and Army's Balanced Score Card and the current geopolitical environment**

- ☐ Translate the mission and vision into actionable priorities
- ☐ Influence the direction of organization through effective planning
- ☐ Communicate holistic assessments to support sound decision making



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## **Responds to divergent inputs and chooses best practices** *Tactical/Direct*

- ☐ Solicit feedback from patients, peers and supervisors
- ☐ Incorporate feedback into your practice
- ☐ Look for best practices and apply them at work
- ☐ Involve yourself in research



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## **Assimilates knowledge and integrates divergent viewpoints**

Operational/  
Organizational

- ☐ Use feedback and best practices to enhance mission accomplishment
- ☐ Include feedback and best practices in the vision for the section
- ☐ Communicate patient safety and other legal requirements in non-nursing forums to support sound and patient/family centered services
- ☐ Incorporate research and evidence based practice
- ☐ Partner with academic institutions and civilian counterparts
- ☐ Enroll in distance learning or certificate programs to enhance knowledge

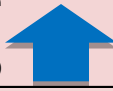


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System  
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Thinking

## **Synthesizes and adapts internal and external viewpoints for the good of the organization**

Strategic

- ☐ Value the importance of receiving feedback from the staff
- ☐ Have a system to receive feedback from internal and external customers
- ☐ Philosophy promotes the use of best practices
- ☐ Promote the value of research and evidence based practice



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# Army Nursing Leadership Capability Map Drill Down

Succession  
Planning

Tactical/Direct

## Self motivated and motivates others

- ☐ Involved with clinical or leadership committees
- ☐ Provide quarterly coaching/counseling sessions to your subordinates that are candid, individualized and meaningful
- ☐ Write objective and candid OERs
- ☐ Facilitate opportunities for growth and leadership for your subordinates
- ☐ Challenge yourself to reach potential



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Succession  
Planning

**Inspires, motivates, and guides others towards mission accomplishment**

Operational/  
Organizational

- ☐ Demonstrate that you are a truthful, credible, adaptive, and self-aware leader
- ☐ Courageous leaders provide candid and objective evaluations. What do the evaluations you write look like? How do you ensure you are presenting an accurate picture of those you evaluate?



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# Army Nursing Leadership Capability Map Drill Down

Succession  
Planning

Strategic

## **Intrinsically motivated to lead organizations; envisions the future with creative solutions**

- ☐ Lead from the front and demonstrate strategic thinking
- ☐ Well-read, self-aware, adaptive leader
- ☐ Support staff autonomy
- ☐ Empower and decentralize leadership, allowing for initiative within intent
- ☐ Cultivate change at the organizational level



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# Army Nursing Leadership Capability Map Drill Down

Succession  
Planning

## **Develops a succession plan for own position**

Tactical/Direct

- ☐ Develop continuity book for own position
- ☐ Groom top performers for integral parts of position to provide a seamless transition of new leadership and ensure adequate support



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# Army Nursing Leadership Capability Map Drill Down

Succession  
Planning

## **Develops succession plans for subordinate positions in addition to own positions**

Operational/  
Organizational

- ☐ Coach subordinates to gain knowledge needed at next level
- ☐ Self-score (0-10) how well you have developed your subordinates
- ☐ Assist subordinates in setting goals and projecting future assignments that will facilitate reaching them



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Succession  
Planning

## **Manages and supports the execution of succession planning for system, profession, self, and subordinates**

Strategic

- ☐ Promote Army nursing as a desirable profession
- ☐ Conduct objective and candid evaluations of subordinate leaders
- ☐ Facilitate retention of quality Army nurses
- ☐ Use network building with civilian counterparts  
(i.e. School of Nursing Faculty, VA, Magnet



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Succession  
Planning

Tactical/Direct

## Prepares self for the next leadership level

- ☐ Attend appropriate developmental courses to prepare for the next leader level
- ☐ Lead clinical teams as team leader or Charge nurse; sponsor new officers and precept new nurses
- ☐ Contribute to or lead Evidence Based Practice or Performance Improvement projects
- ☐ Present clinical lectures and/or poster presentations to colleagues
- ☐ Gain experience in the TO&E environment through deployment, field exercises, or training



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Succession  
Planning

## **Prepares self for next leadership level and provides opportunities for staff preparation**

Operational/  
Organizational

- ☐ Attend appropriate developmental courses (i.e. CCC, ILE, ANLC)
- ☐ Assist clinical staff with conducting Evidence Based Practice activities or poster presentations
- ☐ Conduct clinical research and/or EBP projects with subordinates on team
- ☐ Publish/co-publish articles in scientific journals
- ☐ Present at scholarly conferences with subordinates on team



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Succession  
Planning

## **Actively participates in, or self nominates for next leadership level**

Strategic

- ☐ Self-nominate for Branch Immaterial boards, Command, or AN Key Leader billets
- ☐ Participate in strategic initiatives such as Imperative Action Teams or Executive Board of Directors



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Succession  
Planning

Tactical/Direct

## Identifies and develops talent in staff

- ☐ Coach subordinates and peers as they lead committees and short-term projects with short end states
- ☐ Know assigned staff (i.e. goals, passions, and talents)
- ☐ Facilitate growth of identified talent



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Succession  
Planning

## **Identifies and supports the development of talents in staff and matches talents to positions**

Operational/  
Organizational

- ☐ Able to match each subordinate staff's talents and potential with their responsibilities and roles
- ☐ Identify high achievers and skilled leaders and challenge them with increased responsibilities, projects, and leadership positions
- ☐ Nominate top performers for schooling, conferences, and positions such as recruiting/ROTC, clinical research teams, and C.J. Reddy Conference
- ☐ Promote nursing management as a desirable



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Succession  
Planning

## **Matches talents to jobs, roles, or assignments**

Strategic

- ☐ Establish mechanisms that provide for early identification and mentoring of those with strategic leadership potential
- ☐ Prepare leaders to operate with competence and confidence in ambiguous and frequently changing circumstances



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

## Identifies gaps in unit processes

Tactical/Direct

- ☐ Understand unit business processes and plans
- ☐ Incorporate processes and plans into daily activities
- ☐ Assess unit processes in relation to the business of the unit



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

## Identifies gaps in organizational processes and develops resolutions

Operational/  
Organizational

- Review processes, identifies processes and procedures for improvement and communicates and coordinates need for change



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# Army Nursing Leadership Capability Map Drill Down

*Change  
Manageme  
nt*

*Strategic*

## **Evaluates the need for organizational change and guides implementation**

- Validate/establish sense of urgency and incorporate strategic vision for change



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

## **Utilizes evidence based theoretical framework to initiate unit change**

Tactical/Direct

- ☐ Incorporate research and network resources to plan and implement change
- ☐ Communicate vision and create coalition for change
- ☐ Utilize decision making process and model confidence in decision-making
- ☐ Empower team members



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

## **Utilizes evidence based theoretical framework to implement, manage, and evaluate outcomes**

Operational/  
Organizational

- ☐ Validate evidence and methodology for change proposals
- ☐ Guide/oversee/direct transition between change and organizational success



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

Strategic

## **Provides the strategic environment that fosters change and innovation**

- ☐ Encourage and reward free flow thinking
- ☐ Effect policy change to eliminate barriers and drive initiatives/imperatives
- ☐ Ensure necessary resources are available to successfully facilitate change



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# Army Nursing Leadership Capability Map Drill Down

*Change  
Management*

## **Adapts to changes and contingencies in transforming environments**

*Tactical/Direct*

- ☐ Remain flexible but focused in fluid environment
- ☐ Conduct reassessment of achieved metrics/outcomes



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# Army Nursing Leadership Capability Map Drill Down

*Change  
Management*

**Assesses and evaluates the  
environment  
to cultivate change to transform  
the organization**

*Operational/  
Organizational*

- ☐ Use outcomes to change system structure and policies that do not align



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# Army Nursing Leadership Capability Map Drill Down

Change  
Management

Strategic

## **Conveys the strategic and operational objectives of the Army and Department of Defense**

- ☐ Provide feedback in structured and planned environment
- ☐ Maintain open discussion forum



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# Army Nursing Leadership Capability Map Drill Down

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## **Suggests and is receptive to innovations** *Tactical/Direct*

- Generate 'out of the box' thinking and nontraditional ideas, activities, and actions
- Synthesize unit behaviors and outcomes to support success of changes



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# Army Nursing Leadership Capability Map Drill Down

*Change  
Management*

## **Fosters and facilitates an environment conductive to innovation**

*Operational/  
Organizational*

- ☐ Constantly communicate the vision and strategy to team members
- ☐ Lead and foster non-traditional thinking consistent with military protocol
- ☐ Study and validate innovation
- ☐ Monitor and energize processes to sustain success
- ☐ Reward and develop team members
- ☐ Remove barriers of change
- ☐ Evaluate change for new educational requirements and provide learning



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# Army Nursing Leadership Capability Map Drill Down

*Change  
Manageme  
nt*

**Supports creativity for  
positive change and  
evaluates outcomes**

*Strategic*

- Balance innovation with military/DoD environment and strategic objectives



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# Army Nursing

## Leader Capabilities

### Map

Lead...Develop...  
Achieve

## Education

### Tactical/Direct

BOLC, AOC/ASI  
Course, JECC, C4,  
ACCC  
Graduate Course  
Work, CNOIC LDC,  
Professional  
Certification

### Operational/Organizational

ILE, Clinical  
Masters,  
Anesthesia School,  
Baylor HCA, ANLC

### Strategic

Senior Service  
College, Interagency  
Course, AMEDD  
Executive Skills, PhD,  
DNP



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# Army Nursing

## Leader Capabilities

### Map

Lead...Develop...  
Achieve

## Duty

## Positions

### Tactical/Direct

Staff Nurse  
Charge Nurse  
Clinical Nurse OIC  
Faculty/Instructor  
TOE Staff/Charge  
Nurse AMEDD  
Recruiter  
ROTC Nurse  
Counselor Brigade  
Nurse

### Operational/Organizational

Section/Department Chief  
MEDCEN Clinical Nurse  
OIC  
Course Director  
Staff Officer

### Strategic

Deputy  
Commander  
for Nursing  
Hospital  
Commander Senior  
Staff Officer  
OTSG Consultant



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